

FIRST EDITION · JULY 2026

US Clean Energy Salary Guide 2026

Role-by-role pay benchmarks across solar, wind, EV, storage, efficiency, climate tech, circular economy and green building — built from public government data and industry salary research.

9

Sectors covered

30+

Roles benchmarked

15+

Data sources cited

CONTENTS

What's Inside

01	Methodology & How to Read This Guide	3
02	US Clean Energy Market Overview	4
03	Solar Energy Salaries	5
04	Wind Energy Salaries	6
05	Electric Vehicles Salaries	7
06	Energy Storage & Grid Salaries	8
07	Energy Efficiency Salaries	9
08	Climate Tech, Sustainability & ESG Salaries	10
09	Circular Economy Salaries	11
10	Green Building Salaries	12
11	Geographic Pay Variance	13
12	Skills That Command a Pay Premium	14
13	How to Use This Data	15
14	Full Source List	16

Methodology & How to Read This Guide

This is a first edition, built entirely from published, publicly available data — no figures in this guide are estimated, guessed, or invented. Every number below is traceable to a named source.

Where the data comes from

- **Government sources:** U.S. Bureau of Labor Statistics (BLS) Occupational Employment and Wage Statistics and Occupational Outlook Handbook; U.S. Department of Energy U.S. Energy and Employment Report (USEER).
- **Industry/nonprofit research:** E2 (Environmental Entrepreneurs) Clean Jobs America and Clean Economy Works reports; Environmental Defense Fund (EDF) manufacturing jobs analysis.
- **Salary aggregators:** Glassdoor, ZipRecruiter, Salary.com, PayScale, and Indeed — self-reported or algorithmically modeled pay data by role.
- **Sector-specialist sources:** EV.Careers (EV technician, battery engineer, charging infrastructure roles), Storm4 (battery & grid engineering benchmarks), OneStop ESG (2026 Sustainability Salary Survey).

Why we show ranges, not single numbers

Salary aggregators frequently disagree with each other by 20–40% for the same role, because they use different sample sizes, self-reporting methods, and modeling approaches. Rather than pick one number and imply false precision, this guide shows the range across sources and names every source used. Where variance between sources was unusually wide, we call it out explicitly rather than smoothing it away.

IMPORTANT LIMITATION

Several roles in this guide — particularly "circular economy manager" and other emerging sustainability titles — are not standard, government-tracked occupational categories. For those, this guide relies on aggregator data only, since BLS does not yet publish audited wage data for them. This is flagged role-by-role in the tables that follow.

What's not in this first edition

GreenKollar also runs an anonymous, crowdsourced Climate Salary Database — currently India-only. This US guide does not yet include GreenKollar's own crowdsourced submissions, because that dataset doesn't exist for the US yet. As US submissions accumulate, future editions will incorporate real, user-reported data alongside these published sources.

Data compiled July 2026. All figures are national US ranges unless a state is specified. Actual pay varies by employer, company stage, equity/bonus structure, and metro area.

SECTION 02

US Clean Energy Market Overview

The employment base is large and still growing — but 2025–2026 brought real policy headwinds that are reshaping where that growth is happening.

3.5M+

Americans employed in clean energy occupations, end of 2024 (DOE USEER / E2 Clean Jobs America)

+2.8%

Clean energy job growth in 2024 — more than 3x the 0.8% growth rate of the overall US economy (DOE)

+17%

Cumulative clean energy job growth since 2020 — over 520,000 net new jobs (DOE)

~25%

How much higher median clean energy hourly wages run vs. the US national median (E2 Clean Jobs America)

Note: 2024 is the most recent year with comprehensive, audited full-year employment data from DOE/E2. A full-year 2025 or 2026 count was not yet available as of this guide's compilation.

2025–2026 POLICY HEADWIND — READ BEFORE USING THIS DATA

Since January 2025, federal policy shifts have led to significant clean energy project and funding cancellations. E2 estimates cancelled projects since the start of 2025 will cost the US economy roughly 470,000 jobs' worth of investment. EDF found a net loss of 5,900 renewable energy manufacturing jobs in Q1 2026 alone, concentrated in EV (15% of announced investment cancelled) and battery manufacturing (12% cancelled). Separately, E2 tracked 38 solar, wind, and battery generation projects cancelled in Q1 2026 — representing ~8 GW of capacity, ~\$13B in local investment, and ~33,000 construction jobs. At least \$11B in unobligated IRA funding was rescinded via the One Big Beautiful Bill Act, plus \$6.8B in BIL and \$2.5B in IRA awards cancelled by DOE. States hit hardest include Georgia, Michigan, North Carolina, Kentucky, and Tennessee — the top states for clean energy manufacturing investment.

What this means for job seekers: the headline growth numbers above are real, but they describe 2024. Heading into the roles in this guide, treat manufacturing-heavy and federally-subsidized segments (EV/battery manufacturing, utility-scale solar/wind construction) as higher-volatility right now, and treat services-oriented roles (efficiency, sustainability/ESG advisory, grid software) as comparatively more insulated — though this is a reasonable read of the sector-specific cancellation data above, not a separately published claim.

Solar Energy

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
Solar Installer	Entry	\$45,000 – \$55,000	BLS OEWS; Salary.com; Glassdoor 25th percentile
Solar Installer (experienced)	Mid	\$55,000 – \$76,000	Glassdoor, Salary.com, Indeed (national avg. \$60K–\$70K)
Solar Design/Field Engineer	Senior	\$81,000 – \$138,000	Glassdoor, ZipRecruiter (avg. ~\$103K–\$105K)
Solar Project Manager	Manager/ Director	\$76,000 – \$150,000+	Glassdoor, Salary.com (avg. \$99K–\$116K)

Solar shows the widest role range of any sector in this guide — installer pay overlaps with skilled trades generally, while project managers and engineers command salaries closer to traditional construction/engineering management. This is also the most entry-accessible sector: most installer roles require certification, not a degree.

Figures reflect national averages and interquartile ranges across cited sources; California and Texas installer pay tends to run at or slightly above the national range (see Section 11).

Wind Energy

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
Wind Turbine Technician (entry)	Entry	\$49,000 – \$55,000	BLS OEWS, May 2024 (10th percentile: \$49,110)
Wind Turbine Technician (national median)	Mid	\$62,580	BLS OEWS, May 2024
Wind Turbine Technician (5+ yrs experience)	Senior	\$70,000 – \$90,000	BLS OEWS 90th percentile (\$88,090); Research.com
Wind Turbine Technician (offshore/specialized/lead)	Lead	\$90,000 – \$100,000+*	Industry trade sources (directional, not BLS-audited)

Wind is the most BLS-verified sector in this guide — wind turbine technicians are one of the fastest-growing occupations tracked by BLS, projected to grow 50% from 2024–2034. Publicly available, audited engineer/project-manager-level wind salary data is limited; where you need that benchmark, cross-referencing the Solar Project Manager and Energy Storage Engineer bands (Sections 03 and 06) is a reasonable proxy, since renewable-sector engineering and PM pay tends to track closely across solar, wind, and storage projects.

**Offshore/specialized figures are directional estimates from industry trade coverage, not a government-audited statistic — treat with more caution than the BLS-sourced rows above.*

⚡ Electric Vehicles

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
EV Technician (dealership/shop)	Entry–Mid	\$60,000 – \$72,000	EV.Careers 2026 Salary Guide
EV Technician (DCFC field technician)	Mid	\$68,000 – \$82,000	EV.Careers 2026 Salary Guide
EV Technician (Master/certified)	Senior	\$80,000 – \$95,000+	EV.Careers 2026 Salary Guide
Battery Engineer	Senior	\$112,000 – \$185,000	EV.Careers, Glassdoor (avg. \$115K–\$143K)
EV Charging Infrastructure Manager	Manager/Director	\$153,000 – \$181,000	EV.Careers 2026 Salary Guide

EV pays a clear specialization premium: technicians with ASE EV/HV certification earn 12–15% more than uncertified peers, and DCFC/EVSE-certified techs earn 10–15% more. On the engineering side, battery engineers with expertise in Li-ion cathode/anode materials or next-gen chemistries earn roughly 22% more than generalist peers. See Section 12 for the full skills-premium breakdown.

SECTOR CAUTION

EV and battery manufacturing were the hardest-hit segments in the 2025–2026 policy pullback described in Section 02 — 15% of announced EV investment and 12% of announced battery investment have been cancelled since January 2025. Charging infrastructure and vehicle-service roles (as opposed to manufacturing) appear less directly exposed, but confirm current hiring activity before assuming these ranges reflect today's open-role volume.

Energy Storage & Grid

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
Energy Storage Engineer (0–3 yrs)	Entry	\$90,000 – \$130,000	Storm4 Salary Benchmarks; ZipRecruiter
Energy Storage Engineer (3–7 yrs)	Mid	\$125,000 – \$180,000	Storm4 Salary Benchmarks
Grid Integration Specialist	Mid–Senior	\$104,000 – \$140,000	ZipRecruiter (avg. ~\$124,000)
Energy Storage Engineer, Staff/Principal (12+ yrs)	Lead/Principal	\$225,000 – \$325,000+	Storm4 Salary Benchmarks

Storage shows the steepest experience curve of any sector here — staff/principal-level pay is roughly 2.5–3x entry-level. Deep specialization compounds this further: cell chemistry expertise (solid-state, LFP) commands \$160K–\$180K, and gigafactory process engineering runs \$155K–\$175K, both well above the general "senior engineer" band.

Storm4's staff/principal figures skew toward high-cost-of-living tech hubs and highly specialized battery-chemistry roles; treat the top of this range as an upper bound, not a typical outcome.

Energy Efficiency

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
Energy Auditor (entry)	Entry	\$44,700 – \$62,000	PayScale, ZipRecruiter
Energy Auditor (~5 yrs experience)	Mid–Senior	\$59,000 – \$114,000	VelvetJobs
Energy Auditor (blended cross-platform average)	—	\$61,000 – \$97,000	Glassdoor, PayScale, ZipRecruiter, Salary.com

WIDEST DATA VARIANCE IN THIS GUIDE

Energy Auditor pay estimates vary more across platforms than any other role we researched — PayScale's hourly figure implies roughly \$46K/year while Glassdoor's average implies roughly \$97K/year for what is nominally the same title. This likely reflects differences in who's being sampled (residential home-energy auditors vs. industrial/commercial energy auditors carry very different pay). Treat the "entry" and "blended average" rows above as two different sub-markets rather than a single number to anchor on.

Top-paying industries for this role: Energy/Mining/Utilities (median ~\$90K), Management & Consulting (median ~\$72K), Nonprofit/NGO (median ~\$47K) — source: Glassdoor industry breakdown.

Climate Tech, Sustainability & ESG

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
ESG Analyst	Entry	\$70,000 – \$92,000	OneStop ESG 2026 Sustainability Salary Survey
Sustainability Manager	Mid–Senior	\$98,000 – \$133,000	PayScale, Salary.com, Glassdoor
Sustainability & ESG Manager (combined scope)	Senior	\$87,000 – \$156,000	Glassdoor
ESG Manager / Director	Manager/ Director	\$162,000+	OneStop ESG 2026 Sustainability Salary Survey

This sector shows the clearest documented skills premium in the entire guide: professionals with carbon accounting and Scope 3 emissions reporting expertise report earning 12–18% more than peers at the same seniority level without those skills, per OneStop ESG's 2026 survey. That same survey found 84% of employers raised ESG/ sustainability salaries in the past year, and 78% of professionals expect a raise in the next twelve months.

"Climate tech" spans both corporate sustainability/ESG roles (benchmarked above) and climate software/analytics engineering roles, which more closely track general software engineering pay — not separately benchmarked in this edition.

Circular Economy

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
Circular Economy Coordinator	Entry	\$56,000 – \$82,000	ZipRecruiter
Circular Economy Program Manager	Mid	\$62,500 – \$69,000	ZipRecruiter
Circular Economy Project Manager	Mid–Senior	\$83,000 – \$128,500	ZipRecruiter
Senior Manager, Circular Economy	Manager/ Director	\$84,500 – \$145,000	ZipRecruiter

Titling in this sector is inconsistent across employers — "Program Manager" pays lower than "Project Manager" in the aggregate data above, which is unusual and likely reflects small, inconsistent sample sizes rather than a real market pattern. This is the least standardized sector in the guide; treat title-to-title comparisons with caution and focus on the overall band (\$56K entry to \$145K senior) instead.

DATA QUALITY FLAG

None of these titles are standard BLS occupational codes. All figures come from ZipRecruiter's aggregated/modeled data only — no government or academic cross-check was available for this sector.

Green Building

ROLE	LEVEL	ANNUAL SALARY RANGE	SOURCE(S)
LEED Green Rater	Entry–Mid	\$73,500 – \$91,500	ZipRecruiter
LEED / Green Building Specialist	Mid	\$97,500 – \$133,500	ZipRecruiter
LEED Consultant	Senior	\$71,500 – \$190,000	Glassdoor, ZipRecruiter (wide disagreement — see note)

WIDEST SINGLE-ROLE RANGE IN THIS GUIDE

LEED Consultant pay estimates range from Glassdoor's ~\$139,500 average (with a 90th-percentile figure near \$247,000) down to a separate ~\$90,500 average from another aggregator sample. This is likely because "LEED Consultant" covers everyone from junior certification-documentation specialists to senior principals running a firm's entire sustainability practice under one title. Confirm the specific scope of a role before benchmarking against this range.

LEED Accredited Professional (LEED AP) certification is consistently cited as increasing credibility and pay, though no source in our research quantified the premium as a specific percentage.

Geographic Pay & Employment Variance

Clean energy employment is heavily concentrated by state — and that concentration roughly tracks where pay runs highest.

STATE	TOTAL CLEAN ENERGY JOBS	WHAT IT LEADS IN
California	545,207	#1 overall; #1 in energy efficiency (312,090) and #1 in solar/wind/hydro (135,397). Highest nominal pay for several roles — e.g. experienced solar installers earn \$32–\$36/hr vs. ~\$30/hr national average.
Texas	261,934	#2 overall; #1 in storage & grid jobs (60,641). Solar installer pay (\$68,519 avg.) runs close to national average.
New York	177,202	#3 overall; #3 in energy efficiency (135,393).
Florida	172,115	#4 overall; #4 in energy efficiency (132,060).
Illinois	130,473	#5 overall; #3 in storage & grid (19,411).

Source: DOE / cleanenergyjobs.org state-level employment data, 2024. Salary comparisons drawn from Indeed and Salary.com state-level listings cited in Sections 03–10.

Read this carefully: employment concentration and pay premium are related but not identical. California leads on both job count and nominal pay for hands-on roles like solar installation — but California's cost of living is also substantially higher, so a \$32–\$36/hr California wage doesn't necessarily go further than a \$30/hr Texas wage. This guide reports nominal (not cost-of-living-adjusted) pay throughout.

SECTION 12

Skills That Command a Pay Premium

SKILL / CERTIFICATION	SECTOR	PREMIUM	SOURCE
Li-ion cathode/anode materials, next-gen chemistries expertise	Battery/Storage	+22%	Storm4 Salary Benchmarks
Modular battery pack design	Battery/Storage	+16%	Storm4 Salary Benchmarks
Carbon accounting / Scope 3 emissions reporting	ESG/ Sustainability	+12–18%	OneStop ESG 2026 Survey
ASE EV/HV Certification	EV Technician	+12–15%	EV.Careers 2026 Salary Guide
DCFC/EVSE Certification	EV Technician	+10–15%	EV.Careers 2026 Salary Guide
OEM-specific training	EV Technician	+8–12%	EV.Careers 2026 Salary Guide
Master Technician status	EV Technician	Unlocks \$80K–\$95K+ roles	EV.Careers 2026 Salary Guide
Any documented "green skill" vs. none	Cross-sector	+15–25% / 54.6% more likely to be hired	LinkedIn Green Skills Report

The pattern across every sector is consistent: certifications and deep technical specialization outperform generalist experience. If you're deciding what to invest in next — a certification, a specialization, or just more years in a generalist role — this table is the closest thing to a direct answer the public data provides.

How to Use This Data

If you're job hunting

- Use the range, not the average — ask where a specific offer falls within it and why.
- Check Section 12 before your next certification decision — some credentials pay for themselves within a year.
- Weigh Section 02's policy caveat before betting a career pivot entirely on EV/battery manufacturing growth alone.

If you're hiring

- Where source variance is flagged (Energy Efficiency, LEED Consultant, Circular Economy), get a second opinion before finalizing a band — a single aggregator average likely understates or overstates your real market.
- Sectors with thinner BLS coverage (Circular Economy, Green Building) are exactly where a competitive offer stands out most, since candidates can't easily benchmark you.

Help build the next edition

This guide is built entirely from public data because GreenKollar doesn't yet have a crowdsourced US salary dataset — unlike our India Climate Salary Database. If you work in US clean energy, share your salary anonymously at greenkollar.com/salary to make the 2027 edition more accurate. Browse 400+ live clean energy openings at greenkollar.com/jobs.

SECTION 14

Full Source List

- U.S. Bureau of Labor Statistics — Occupational Employment and Wage Statistics (OEWS), May 2024, Wind Turbine Service Technicians (SOC 49-9081)
- U.S. Bureau of Labor Statistics — Occupational Outlook Handbook, Wind Turbine Technicians
- U.S. Department of Energy — U.S. Energy and Employment Report (USEER); "Clean Energy Jobs Grew at More Than Twice the Rate of Overall U.S. Employment"
- E2 (Environmental Entrepreneurs) — Clean Jobs America (10th edition, 2024 data)
- E2 — "Clean Energy Cancellations Cost U.S. 470,000 Jobs" (2026); Clean Economy Works Q1 2026 Analysis
- Environmental Defense Fund — Q1 2026 clean energy manufacturing jobs analysis, via ESG Dive
- Glassdoor — Solar Installer, Solar Engineer, Solar Project Manager, Energy Storage Engineer, Energy Auditor, Sustainability Manager, Sustainability & ESG Manager, LEED Consultant salary pages (2026)
- ZipRecruiter — Solar Project Manager, Solar Engineer, Grid Integration, Battery Energy Storage, Home Energy Auditor, Circular Economy (Coordinator/Program Manager/Project Manager/Senior Manager), LEED Green Rater, LEED salary pages (2026)
- Salary.com — Solar Installer, Project Manager (Solar), Sustainability Manager salary benchmarks (2026)
- PayScale — Energy Auditor, Sustainability Manager salary research (2026)
- Indeed — Solar Installer, Wind Turbine Technician career salary pages (2026)
- EV.Careers — EV Technician, Battery Engineer, Battery Systems Engineer, EV Engineer Salary Guides (2026)
- Storm4 — "Solving the Energy Talent Crisis: Salary Benchmarks and Hiring Strategies for Battery & Grid Engineers"
- OneStop ESG — 2026 Sustainability Salary Survey
- VelvetJobs — Energy Auditor Salary (2026 actual / 2027 projected)
- cleanenergyjobs.org — U.S. Clean Energy Jobs by State and Sector, 2024 employment data
- LinkedIn Economic Graph — Green Skills Report (hiring likelihood and pay premium for green-skilled candidates)

Compiled by GreenKollar, July 2026. This is a first-edition report built from external published research; it is not a substitute for a compensation consultant or a company-specific comp study. Questions or corrections: contact GreenKollar via greenkollar.com/about.